

THE PhD PROJECT

FY2019 Annual Report

Vision

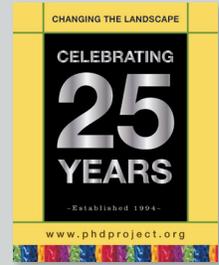
A significantly larger pool of highly qualified Black/African-Americans, Latinx/Hispanic-Americans, and Native Americans for business leadership positions.

Year Ending
June 30, 2019

THE PhD PROJECT



Mission



The PhD Project's mission is to increase the diversity of corporate America by increasing the diversity of business school faculty. We attract Black/African-Americans, Latinx/Hispanic-Americans, and Native Americans to business PhD programs, and provide a network of peer support on their journey to becoming professors. As faculty, they serve as role models attracting and mentoring minority students while improving the preparation of all students for our diverse workplace and society.

In the last 25 years, the number of doctorally qualified minority business faculty created has soared to 1,562 – of which 1,303 are currently active. Another 259 minority doctoral students are in the pipeline at the close of the fiscal year 2019.



At the heart of The PhD Project is our annual informational conference and recruiting event, where prospective doctoral students meet face to face with Ph.D. program representatives from across the nation. It is the only known event in higher education where business doctoral programs gather side by side, under one roof, to proactively recruit and compete for talented minority Ph.D. program applicants. Because the recruiting event is part of a two-day conference at which prospective students get an in-depth orientation to the doctoral process, the candidates are unusually informed and prepared for the challenging road ahead of them.

The PhD Project Support Network

(as of 6/30/2019)

Becoming a business doctoral student can be a very isolated, lonely experience. And for minorities, this is even more so, simply because there just are not a lot of others who look like them — in the classroom or in front of it.

The PhD Project formed the Minority Doctoral Students Associations to combat the high attrition rate inherent among all business doctoral students. Through our professional peer associations (in accounting, finance/economics, information systems, management, and marketing), minority students connect with others who are facing similar challenges on the way to becoming professors. We have also established Faculty Alumni Associations to continue to provide support and resources to our faculty members as their careers evolve.

Every eligible minority business doctoral student in a full-time AACSB-accredited program is a member of one of our associations, as are all minority business faculty. Each association has an annual conference held in conjunction with the relevant professional academic association. This chart captures these growing networks.



ACCOUNTING	Total	AA	HA	NA	Male	Female
Faculty*	299	212	74	13	159	140
Students*	50	27	20	3	18	32
Total Accounting	349	239	94	16	177	172

FINANCE	Total	AA	HA	NA	Male	Female
Faculty	131	88	38	5	81	50
Students	16	6	10	0	13	3
Total Finance	147	94	48	5	94	53

INFORMATION SYSTEMS	Total	AA	HA	NA	Male	Female
Faculty*	159	116	41	5	96	63
Students*	14	7	7	0	10	4
Total Info Systems	173	123	48	5	106	67

MANAGEMENT	Total	AA	HA	NA	Male	Female
Faculty*	450	342	97	14	210	240
Students	127	89	40	2	53	74
Total Management	577	431	137	16	263	314

MARKETING	Total	AA	HA	NA	Male	Female
Faculty	264	189	71	5	131	133
Students*	52	24	28	1	22	30
Total Marketing	316	213	99	6	153	163

Total Faculty	1303	947	321	42	677	626
Total Students	259	153	105	6	116	143
Total	1562	1100	426	48	793	769

Total U.S. Business Faculty – Est. 30,000

Total U.S. Doctoral Students – Est. 7,000

* Some students/faculty identified as more than one ethnicity and were included in each declared category individually but counted only once in the total.

The PhD Project AHEAD

The PhD Project has more than quintupled the number of minority business faculty in U.S. schools since our inception in 1994. But our work is not done. Finding fewer than 60 Black/African-American, Latinx/Hispanic-American, or Native American Deans at non-HBCU business schools in the United States, and just over 30 at HBCU's, the need to focus on creating diversity in administrative roles is evident. Project AHEAD was launched to encourage tenured minority faculty to explore positions in administration. The PhD Project AHEAD initiative to Achieve Higher Education Administration Diversity is partnering with AACSB International and American Express to offer an Aspiring Leaders Seminar for our PhD Project faculty to help them learn more about this path.

Since its launch in 2017, over 2,500 positions have been posted to The PhD Project Job Board: Sponsors & Participating Universities can share unlimited positions directly with our PhD Project network at <https://jobs.phdproject.org!>



Financial Update FY19 ▶

Support

Total Support and Revenue \$ **\$2,515,620**

Expenses

Program Services

Advertising/Marketing/Website	\$	93,533
Media Relations		80,085
Networking		43,125
PhD Project November Conf.		735,453
DSA Conferences		1,094,540
AHEAD Expenses/Affiliated Programs		96,856

Total Program Services \$ 2,143,592

Management and General

Admin. Exp (Personnel)		205,445
Admin. Exp (Other)		<u>91,699</u>
Total Management and General		<u>297,144</u>

Fundraising \$ 258,743

Total Expenses \$ **\$2,699,479**

Net Assets

Beginning of year		<u>\$2,922,209</u>
Change in Net Assets		<u>-\$183,859</u>
End of year	\$	<u>\$2,738,350</u>

Development Update ▶



64%
Universities and
Academic Organizations

22%
Corporations,
Corporate
Foundations,
Organizations and
Individuals

14%
KPMG
Foundation

THE PhD PROJECT



The PhD Project: *FY19 PLEDGE* *Contributions* ▶

We received over \$ 175,000 during FY19

Thank you all for your generosity!

continued

ACCOUNTING				
Total Contributions – \$ 78,353				
Professor (Fund a Student!)	Herita Akamah Carolyn Callahan Alexander Gabbin	Brent Garza Michelle Harding Margarita Lenk	Bernie Milano Sandra Shelton Nicole Thorne-Jenkins	
Diamond	Angela Andrews Bruce & Cathalene Bowler Maureen Butler Carol Cain Quiester Craig	Michael Kimbrough Henock Louis Dara Marshall Terence Pitre James Powell	Wilson Rose Kerri-Ann Sanderson Ola Smith Jan Williams Kecia Williams-Smith	
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Bronze	Paige Gee Julie Mercado Edgar Rodriguez	Andria Hill Carissa Malone Ethan Kinory	Claudia Hernandez Iguehi Rajskey Ray Rodriguez	Robin Tarpley
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FINANCE & ECONOMICS				
Total Contributions – \$ 8,817				
Professor (Fund a Student!)	Richard & Teresa Castanias			
Diamond	Jocelyn Evans	Phyllis Keys	Milford McGuirt	Bernie Milano
Platinum	William Bradford	Darien Henry	Monika Rabarison	
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FINANCE & ECONOMICS (Continued)

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	Bruce Costa	John Ned	Norkeith Smith	Jhacova Williams
Bronze	Ashleigh Eldemire-Poindexter			
Other	Mari Robertson			

INFORMATION SYSTEMS

Total Contributions – \$ 8,475

Diamond	Alisha Molloy	Sharon White		
Platinum	Wynne Chin			
Gold	Albert Coker	David Murungi	Rachida Parks	Anne Lee Sciambra
	Martin Dias	Philip Musa	Lauren Rhue	Lakisha Simmons
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	Peter Forchick	Stephanie Luna	April Reed	
	Juliana Harper	Teagen Nabity	Eric Villafranca	

MANAGEMENT

Total Contributions – \$ 35,220

Professor (Fund a Student!)	Miles Davis	Anthony Nyberg	dt ogilvie	Damon Phillips
Diamond	Garry Adams	Stephanie Creary	Quinetta Roberson	
	Modupe Akinola	Bernie Milano	Ashleigh Rosette	
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	Michael De Vaughn	Tara Perino	Stepheca Sawyer	
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continued

MANAGEMENT (Continued)					
Silver	Olubukunola Akinsanmi	Allison Hall	Kisha Lashley	Akwasi Opoku-Dakwa	
	Anastasia Bailey	Erika Hall	April Lawson	Desiree Pacheco	
	Stephanie Black	Clovia Hamilton	William Luse	Katherine Phillips	
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MARKETING

Total Contributions- \$ 78,353

Professor (Fund a Student!)	David Crockett	John Hulland	Jose Rosa	
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MARKETING (Continued)

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OTHER DONATIONS- \$ 6,292

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Diamond	Karen Erickson	Pierson Milano Family	Media Impact	
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Other	Shekaydra Green Andrew Gumper Tiffani Houston Keith Jenkins	Ginny Kidwell Karen Ligocki Michael Madura Chander Mahey	Elle Michelle Anne Miner Andrew O'Brian Austin Pera	Dene Pickney Cecilia Waikoko-Whipple Ashley Wallace



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For funding opportunities or to make a PLEDGE to The PhD Project, contact Marie Zara, Director of Advancement at 201-307-8660 or mzara@kpmg.com.

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